

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
American Federation of State, County and Municipal Employees (AFSCME)
State Bargaining Unit 19**

General

The employer recognizes that the AFSCME contract expires July 1, 2016 and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 - Recognition and Coverage

Article 2 - Union Rights

Article 3 - State Rights

Article 4 - Supersession

Article 5 - Grievance and Arbitration Procedure

Article 6 - Hours of Work and Overtime

Article 7 – Salaries

The State will be prepared to discuss changes to this provision consistent with current laws.

Article 8 – Holidays

The State will be prepared to discuss changes to this provision that clarify compensation for employees that work on holidays.

Article 9 – Leaves

The State will be prepared to discuss changes that provide management and employees the ability to manage leave more effectively.

Article 10 – Health and Welfare

The State will be prepared to discuss health benefit plan design changes, health vesting and Other Post-Employment Benefits (OPEB).

Article 11 – Retirement Plan

Article 12 – Allowances And Reimbursements

The State will be prepared to discuss changes to this article which are fiscally responsible and will achieve improved efficiencies within State government.

Article 13 – Health and Safety

Article 14 – Education and Training

Article 15 – Personnel Activities

Article 16 - Layoff and Displacement

Article 17 – Miscellaneous

Article 18 - Contracting Out

Article 19 - General Provisions

Article 20 – Term

Side Letters

Appendices

Addendums

New Proposals

The State may make additional specific proposals or counter-proposals in any of the enumerated or new subject areas as issues arise during the course of bargaining.